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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT BETWEEN THE FRANKLIN TOWNSHIP MUNICIPAL  
SUPERVISORS ASSOCIATION AND THE TOWNSHIP OF FRANKLIN

The circumstances attending the execution of this agreement are:

A. Pursuant to R.S. 34:13A-1 et seq. known as The New Jersey Employer-Employee Relations Act, the Franklin Township Municipal Supervisors Association and the Township of Franklin collectively bargained about the terms and conditions of employment of the employees in said bargaining unit.

B. The parties have reached an agreement and said agreement has been evidenced by a vote of the membership of the bargaining unit and a resolution duly passed by the Township Council of the Township of Franklin, Somerset County, New Jersey.

C. The parties hereto have reached an agreement and desire as aforesated to state their agreement in writing.

WHEREFORE on this 2nd day of July 1969 the parties agree as follows:

I. GENERAL

A. The Township shall post the job title, together with all pertinent information concerning the procedures and times for applying for such position, when a new supervisory position is created or when a vacancy occurs within an existing supervisory position.

B. The Association shall have the right to use the bulletin boards to post official Association notices of meetings and minutes without prior approval. The Township Manager shall receive a copy of the above.

All other notices or information which the Association desires to post must be submitted to the Township Manager in writing and approved by the Township Manager prior to posting.

C. The Association shall have the right to use the inter-office mail system provided the maximum number of units does not exceed ten (10) per week.

D. Any employee whose incremental increase is denied shall be notified in writing as to the reason or reasons for the denial. The denial shall be given within thirty (30) days of the individuals anniversary date on which the increase was due.

## II. SALARIES AND WAGES

	A	B	C	D	E	F
18 Asst. Chief Bldg., Insp.	6982	7262	7589	7930	8288	8660
19 Foreman	7262	7589	7930	8288	8660	9050
20 Fire Inspector	7589	7930	8288	8660	9050	9458
21 Ch. Bldg. Insp., Welfare Director, Tax Collector, Purchasing Agent	7930	8288	8660	9050	9458	9883
22	8288	8660	9050	9458	9883	10377
23	8660	9050	9458	9883	10377	10896
24	9050	9458	9883	10377	10896	11441
25 Health Off., Supt. P. W.	9458	9883	10377	10896	11441	12013
26 Assessor	9883	10377	10896	11441	12013	12614
27 Asst. Eng., Finance Officer	10377	10896	11441	12013	12614	13245
28	10896	11441	12013	12614	13245	13973
29	11441	12013	12614	13245	13973	14741
30	12013	12614	13245	13973	14741	15553
31	12614	13245	13973	14741	15553	16407
32	13245	13973	14741	15553	16407	17392
33 Chief Eng.-Dir. P. W.	13973	14741	15553	16407	17392	18436
34	14741	15553	16407	17392	18436	19542

Recreation Director - \$2525

Assistant Recreation Director - \$1700

## III. LONGEVITY

In addition to salaries and wages paid, there shall be longevity payments provided. Each year, following the completion of five (5) years of continuous service, an employee shall receive longevity payments based upon the following scale:

- A. Five (5) years of service - One (1%) percent.
- B. Ten (10) years of service - Two (2%) percent.
- C. Fifteen (15) years of service - Three (3%) percent.
- D. Twenty (20) years of service - Four (4%) percent.
- E. Twenty-five (25) years of service - Five (5%) percent.

The longevity shall be paid on a prorated basis for the following twelve months.

## IV. SICK LEAVE

Beginning on the day of employment, each employee shall earn one (1) day of sick leave for each month of service. An employee may accumulate a maximum of sixty (60) days of sick leave. Any employee accumulating sixty (60) days of sick leave shall receive two working days vacation for each year that sick leave is not utilized.

V. FUNERAL LEAVE

An employee shall receive leave not to exceed three days in the event of a death in the immediate family. The term immediate family shall mean:

- A. The employees spouse, child, parent, brother or sister.
- D. The child, parent, brother or sister of the employee's spouse.

VI. HOLIDAYS

The following holidays shall apply to all permanent and probationary employees of the Township except those assigned to shift work or employed in the Bureau of Sanitation:

New Years Day  
Washingtons Birthday  
Good Friday  
Memorial Day  
Fourth of July  
Labor Day  
Veterans Day  
Thanksgiving Day  
Thanksgiving Friday  
Christmas Day  
All General and Township Elections (except school elections)

When a holiday falls on a Saturday, it shall be celebrated on the Friday preceding the holiday. When the holiday falls on a Sunday, it shall be celebrated on the following Monday.

VII. VACATIONS

All supervisory personnel shall be entitled to ten (10) working days vacation per year after completing one (1) years employment. After completing five (5) years employment, each supervisory employee shall receive fifteen (15) working days vacation. Upon completion of fifteen (15) years employment, each supervisory personnel shall receive twenty (20) working days vacation.

VIII. TERM OF CONTRACT

This Contract shall be in full force and effect from the date of this agreement until December 31, 1969. Until a new contract is agreed upon for 1970 or thereafter, the terms of this contract shall continue in full force and effect.

The F.T.M.S.A. shall, at least ninety (90) days prior to the expiration date of this Contract, submit in writing its intention to open negotiations and shall include as part of that written notice, a list of all items on which it intends to negotiate.

ATTEST:

TOWNSHIP OF FRANKLIN

*Mercer D. Smith*  
Mercer D. Smith  
Township Clerk

*James D. Westman*  
By: James D. Westman  
Township Manager

ATTEST:

FRANKLIN TOWNSHIP MUNICIPAL  
SUPERVISORS ASSOCIATION

*Harriet Cuddy*

*John Carlano*  
By: John Carlano  
President